JOINT MEDICAL EXECUTIVE SKILLS PROGRAM

Mr. Clinton A. Garrett Sr.

Overview

- History
- Current Program
- How to use the Web Site
- Questions

H.R. 2521
Jan 3, 1991

Sec. 8096. No appropriated funds used to fill the commander's position at any MTF with a health care professional unless the candidate can demonstrate professional administrative skills.

FY96 DEFENSE AUTHORIZATION ACT

Added: TRICARE Lead Agent, MTF Staff responsible for daily operation of the TRICARE program.

FY01 DEFENSE AUTHORIZATION ACT

- **Applies to MTF Commander (CO), Deputy Commander (XO), and Managed Care Coordinator; TRICARE lead agent/senior staff.**
- **Service Sec'y must certify to Sec Def that training is completed <u>prior to assignment.</u>**

Current Program

- According to PERS CO/XO Selection Board Precepts, Navy Medicine (JMESP) competency completion data for eligible officers prior to XO screening
- Based on Education, Experience, Certifications, and Approved Courses Matrixes
- Documented with Exec Skills/Education matrix spreadsheet via Corps Planners

CO/XO/TRICARE Performance

- 67A AQD – 35 Competencies. Required for Executive Medicine billets (CO, XO, Tricare).
- Successful CO, XO, and Tricare tours is the goal
- Support preparation for Flag Officer
- Progression towards 35 competencies reflected on FITREPs – demonstrates dedication to meeting DOD/Navy leadership standards.

Expeditionary Performance

- 67B AQD – Expeditionary Medicine
  8 core course plus 7 assignment specific operational courses.
- One mandatory qualification (e.g. FMF, SWMDO, etc.).
- Reflect progression on FITREPs – demonstrates dedication to tri-service or joint assignments
- Successful Fleet/FMF/COCOM tours

Managed Care Performance

- **67G AQD – 15 competencies + 1 year of Managed Care Coordinator experience. Progression reflected on FITREPs – confirms that you have acquired the skills needed to succeed in Managed Care billets. Included are:**

*** TRICARE Outpatient Clinics (TOCs)**

*** TRICARE Regional Offices (TROs),**

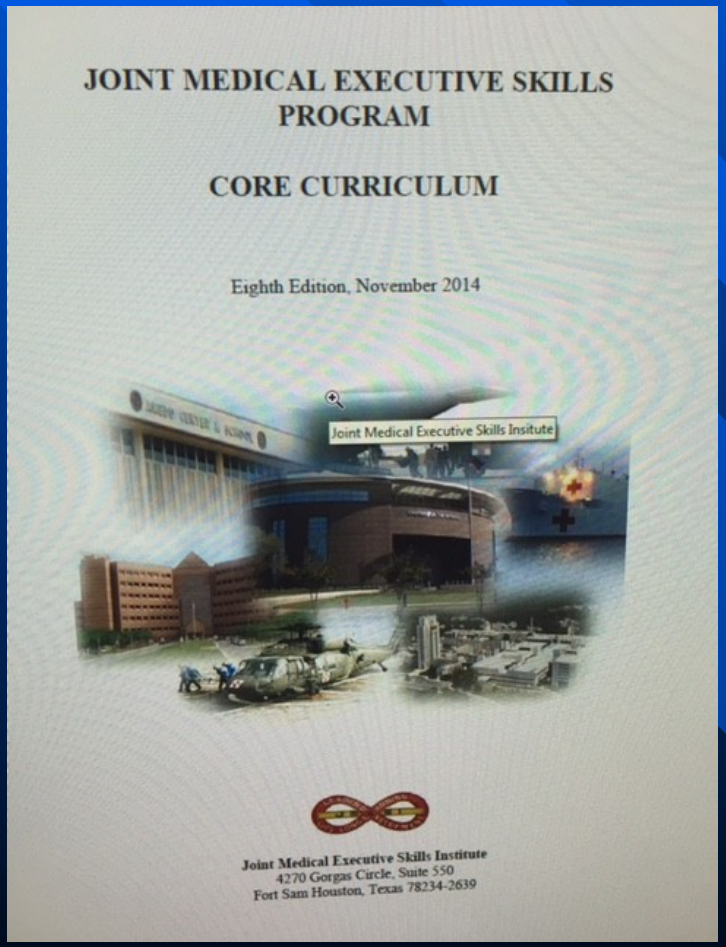
*** MTF/Fleet Health Benefits Coordinator (HBC)/Advisor (HBA).**

Resources

The JMESP web site:

- **https://jmesp.med.navy.mil/eme2/home.asp**
- **Lists the 35 competencies**
- **Has a Comprehensive Course Catalog with Tri-Service courses and competencies obtained**
- **Self-Assessment using matrixes**
- **Self populate**

Joint Medical Executive Skills Institute (JMESI) Core Curriculum


JOINT MEDICAL EXECUTIVE SKILLS PROGRAM
CORE CURRICULUM
Eighth Edition, November 2014
Joint Medical Executive Skills Insitute
Joint Medical Executive Skills Institute
4270 Gorgas Circle, Suite 550
Fort Sam Houston, Texas 78234-2639

* **Total Force Management**

- Total Force management as applied to health and medical affairs refers to adequate manning for support to military operations, and to providing medical services and support to members of the Armed Forces, their family members and others entitled to DOD medical care.
- Senior leaders must demonstrate the following behaviors at the application level:
- 1. Integrate Active and Reserve Components and DOD civilians and contractors into military medical operations.
- 2. Ensure that all assigned personnel and organizations subject to deployment are informed of mobilization and demobilization policies.
- 3. Assess current staffing level against projected requirements and policies to determine needs.

Joint Medical Executive Skills Institute (JMESI) Core Curriculum

* **Personal and Professional Ethics**

- Ethics consists of the processes, structures, and social constructs by which the rightness or wrongness of actions is assessed. Ethical decision-making is the process of resolving ethical dilemmas. Personal ethics is the basis on which individuals determine the rightness or wrongness of conduct; professional codes of ethics represent articulated group or association statements of the morality of the members of the profession with regard to their professional roles.
- Senior leaders must demonstrate the following behaviors at the application level:
- 1. Articulate an understanding of the origin and basis of rights and duties.
- 2. Act consistently with an understanding of the discipline of ethics.
- Categories of health care ethics (i.e., personal, professional, organizational, and bioethical)
- Major ethical theories and generally accepted principles of medical ethics (autonomy, beneficence, non-malfeasance, justice)
- Appropriate ethical decision-making methods
- 3. Articulate the importance of a personal and of a professional code of ethics, including standards relating to academic integrity and research.

Joint Medical Executive Skills Institute (JMESI) Online Courses

- Develops online courses that satisfy JMESP Competencies (Exception Regulations)
- Best case is meeting competencies through experiences (billets, jobs held) and not through JMESI courses entirely
- JMESI courses are accessed through **JKO**
- Upon completion, enter into Navy JMESP website
- http://jko.jten.mil/

Joint Medical Executive Skills Program Competencies

MTF Commanders Staff Members

- Military Medical Competencies
  1. Military Mission
  2. Medical Doctrine
  3. Total Force Management
  4. Readiness of the Medical force
  5. Emergency Management & Contingency Operations

- Health Law/Policy
  11. Public Law
  12. Medical Liability
  13. Medical Staff By-Laws
  14. Regulations
  15. Accreditation & Inspections

Lead Agents

- Leadership & Organizational Management Competencies
  6. Strategic Planning
  7. Organizational Design
  8. Decision Making
  9. Change Management
  10. Leadership

- Health Resources Allocation and Management
  16. Financial Management
  17. Human Resource Management
  18. Labor Relations Management
  19. Material Management
  20. Facilities Management
  21. Information Management

Joint Medical Executive Skills Program Competencies

MTF Commanders Staff Members

- Ethics in the Health Care Environment
  22. Personal and Professional Ethics
  23. Bioethics
  24. Organizational Ethics

- Perfromance Measurement and Improvement Competencies
  31. Population Health Improvement
  32. Research and Investigation
  33. Integrated Healthcare Systems
  34. Quality Management and Performance Improvement
  35. Patient Safety

Lead Agents

- Individual and Organizational Behavior
  25. Individual Behavior
  26. Group Dynamics
  27. Conflict Management
  28. Interpersonal Communication
  29. Public Speaking
  30. Public and Media Relations

JMESP Project | JMESP Home - Windows Internet Explorer
http://www-nshs.med.navy.mil/eme2/
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JOINT MEDICAL EXECUTIVE SKILLS PROGRAM

J M E S P

A PROJECT OF THE NAVAL MEDICAL EDUCATION AND TRAINING COMMAND

JMESP Home

Looking for a position in executive medicine with leadership?

Look no further than your personal computer; executive skills training is now virtually everywhere. The Virtual Military Health Institute (VMHI), now the Joint Medical Executive Skills Institute (JMESI), and the Joint Medical Executive Skills Program (JMESP) can assist you in achieving your professional goals.

In 1992, Congress mandated that commanders of military treatment facilities must possess certain administrative competencies before assuming their command positions. In 1996 and in 1998, that guidance was expanded to include

NEWS

Distance Learning Courses from the JMESI

Courses available for credit
The Joint Medical Executive Skills Institute (JMESI) has added additional courses to help officers attain the required 40 competencies. These courses have been added to the Navy's JMESP database.

BMDOC & AMDOC Courses

JMESP Project | JMESP Home - Windows Internet Explorer
http://www-nshs.med.navy.mil/eme2/
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Looking for a position in executive medicine with leadership?
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BMDOC & AMDOC Courses

Officer Login Page

If you are a new user, click here.

If you are a returning user, click here.

New User Page

Please enter your last name (in ALL CAPS) and last 4 digits of your Social Security Number:

Last Name (In CAPS):

Last 4 digits of SSN:

Submit Clear

Officer Login Page

Please enter your Last Name (in ALL CAPS) and Password:

If you are a new user, click here.

User Name (CAPS): SKILLS

Last 4 digits of SSN: ••••

Password: ••••••••••

Login Clear

Important! Please take the time now to enter (or update) your Positions, Certifications, Courses, and Education information by clicking on the appropriate tabs above. If you are a new user, these fields will be empty until you do so!

Personal Information

Social Security Number: ***-**-7777
Name (Last, First, MI): Skills, Executive .
Current Duty Station: NMETC
PRD: 4/1/06
Rank: CAPT
Designator: 2100

Please enter your email address so that we can contact you regarding your achievements.

Email: Test Entry for Display P

Update

Summary of Competencies Attained and Awarded

QUALIFICATION LEVEL	COMPETENCIES ACHIEVED	COMPETENCIES REQUIRED	AQD	AQD QUALIFIED	AQD AWARDED
CO MTF	40	40	67A	☑	☐
XO MTF	40	40	67A	☑	☐
TriCare Lead Agent	40	40	67A	☑	☐
TriCare LA Sr. Staff	40	40	67A	☑	☐
Managed Care Coord.	15	15	67G	☑	☐

☐ I have 1 year Managed Care Cordinator experience.

AQD 67G requires 1 year Managed Care Cordinator experience.

Certification Matrix

Add Delete

To add your certifications, click on the **Add** button. To delete an existing certification from the list, select it by clicking on the option button on the far right of the row. Then, click on the **Delete** button.

CODE	CERTIFICATION DESCRIPTION	SELECT
ACPE1	American College of Physician Executives (Medical	○
NAHQ	National Association for Healthcare Quality	○

Add Certification

Certifications: AAMA - American Academy of Medical Administrators

- AAMA - American Academy of Medical Administrators
- AAO - American Academy of Optometry
- ACHE - American College of Healthcare Executives
- ACPE1 - American College of Physician Executives (Medical
- ACPE2 - American College of Physician Executives (Physicia
- AHIMA - American Health Information Management Agency
- ANCC - American Nurses Credentialing Center
- ASQ - American Society for Quality
- Diplomate - American Board of Endodontics
- Diplomate - American Board of General Dentistry
- Diplomate - American Board of Oral Medicine Certification Examination
- Diplomate - American Board of Oral and Maxillofacial Pathology
- Diplomate - American Board of Oral and Maxillofacial Radiology
- Diplomate - American Board of Oral and Maxillofacial Surgery
- Diplomate - American Board of Orofacial Pain
- Diplomate - American Board of Orthodontics
- Diplomate - American Board of Periodontology

Please com

Courses Matrix

Add Delete

To add courses that you have taken, click on the **Add** button. To delete an existing course from the list, select it by clicking on the option button on the far right of the row. Then, click on the **Delete** button.

SERVICE BRANCH	INSTRUCTIONAL UNIT (CIN)	SELECT
Navy	Department Head	○
Navy	HRO-120 Day Survival	○
Joint	JMESI-Human Resources Management	○
Air Force	Group Commanders Course	○

Add Courses

Instructions:

Navy - AMDOC - Advanced Medical Department Officer Course

- Navy - TQL Executive Steering Council (B-6I-2318)
- Navy - TQL Facilitator (B-6I-2320)
- Navy - TQL Leadership (B-6I-2323)
- Navy - Tricare Financial Management Executive Course
- Navy - Undersea Medical Officer (B-6A-2200)
- Joint - Armed Forces Staff College (P-00-1204)
- Joint - GWU Ldrship Course - Aug 00
- Joint - Industrial College of the Armed Forces (S-00-1103)
- Joint - Interagency Institute for Federal Healthcare Execs (B-6I-2314)
- Joint - JMESI-Bioethics
- Joint - JMESI-Change and Innovation 1 & 2
- Joint - JMESI-Clinical Investigations
- Joint - JMESI-Conflict Management 1&2

Please contact

Education Matrix

Add Delete

To add formal education, click on the **Add** button. To delete an existing education from the list, select it by clicking on the option button on the far right of the row. Then, click on the **Delete** button.

EDUCATION LEVEL	EDUCATION LEVEL DESCRIPTION	SELECT
MD	MD Doctorate of Medicine	○

Add Education

Education: CIP NIH (certified) - Clinical Investigative Procedures NIH (certified)

- CIP NIH (certified) - Clinical Investigative Procedures NIH (certified)
- DDS - DDS Doctorate of Dental Surgery
- DMD - Doctorate of Dental Medicine
- DO - DO Doctorate of Osteopathy
- DrPH - DrPH Pub Hlth
- ED D - ED D Doctorate in Educational Leadership/HRD
- MA - MA Ambulatory Care/ Nursing Admin
- MA - MA Economics
- MA - MA Educational Leadership
- MA - MA Foreign Languages
- MA - MA Health Services Management
- MA - MA International Studies
- MA - MA Management
- MA - MA National Security and Strategic Studies
- MA - MA Nursing Administration

Notes Regarding Education

- Some degrees have not been evaluated
- Contact this office. Often we will try to grant credit for that degree or a similar one.
- KEEP HARDCOPIES OF ALL E-MAIL REGARDING CREDITS FOR SIMILAR DEGREES, COURSES, ETC. THE E-MAILS SERVE AS THE SOLE AUTHORITATIVE RECORD.

Positions Matrix

Add Delete

To add a position that you have held, click on the **Add** button. To delete an existing position from the list, select it by clicking on the option button on the far right of the row. Then, click on the **Delete** button.

SERVICE BRANCH	POSITIONS	SELECT
Navy	Medical Corps - CINC Surgeon	○
Navy	Medical Corps - Clinical Department Head	○
Navy	Nurse Corps - Assistant Director	○

☐ I have 1 year Managed Care Cordinator experience.

Add Positions

Positions: Medical Corps - BG/CATF Surgeon - Navy

- Dental Corps - MAP Billet/Deployment - Navy
- Dental Corps - NDC/MTF Staff Clinician - Navy
- Dental Corps - NPDS Staff - Navy
- Dental Corps - OIC Branch Clinic - Navy
- Dental Corps - PG Program Director - Navy
- Dental Corps - Staff Afloat/FMF/Seabees - Navy
- Dental Corps - Staff FMF Headquarters - Navy
- Dental Corps - TYCOM Dental Officer - Navy
- Medical Service Corps - Admin Dept Head - Navy
- Medical Service Corps - Admin Div Head - Navy
- Medical Service Corps - Admin Staff Officer - Navy
- Medical Service Corps - Clinical Department Head - Navy
- Medical Service Corps - Clinical Director (DAS,DCM,DOHPM,DBC) - Navy
- Medical Service Corps - Clinical Division Head - Navy
- Medical Service Corps - Clinical Staff - Navy
- Medical Service Corps - Clinical TYCOM/Flt/FMF Sr Staff - Navy

Please cont

Change Password

Only alphabets (upper and lower case) and numbers are accepted for password.

Current Password:

New Password:

Confirm New Password:

Change Cancel

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U	V	W	X	Y	Z	AA	AB	AC	AD	AE	AF	AG	AH	AI	AJ	AK	AL	AM	AN	AC	AF	AG	AF	AS	AT	AL	AV	AV	AX	AY	AZ	BA	BB	BC	BD	BE	BF	BG	BH	BI	BJ	BK
1				ARMY COURSES																		NAVY COURSES																																														AIR
2		Required Proficiency Level E=Expert A=Application K=Knowledge	Army War College	Command and General Staff	Combined Arms & Services	School for Command Prep	AMEDD Officer Basic	AMEDD Officer Advanced	Patient Administration	Human Resources Managers	Head Nurse Leader Develop	Advance Nurse Leadership	Brigade Surgeon Course	Combat Casualty Care (C4)	Combat Casualty Mgmt (C4A)	Division Surgeon Course	AMEDD Executive Skills	Battalion/Bde Pre-Command	Army-Baylor Healthcare Admin	Army-Baylor Physical Therapy		Navy War College	MC Command and Staff College	Mil Healthcare EME Program	NMQI Principle Centered Lead	TQL Leadership	TQL Facilitator	TQL Executive Steering Council	Planning for Quality - An Appl	Continual Clinical Quality Improv	Management Development Course	Joint Medical Planners Course	Strategic Medical Readiness and Conlingen	Financial and Materiel Mgmt	Patient Administration	Plans, Ops, and Medical Intel	Tools Course	Team Skills	10LTC - Int Off Ldrshp Trng Crs	AOLTC (Non-XO) - Adv Off Ldrshp Trng Crs	AOLTC (XO)	CLC - Cmd Ldrshp Crs	FMSS - Field Med Svc Off	Nob Med Aug Read Trn (MMART)	FHOTC I & O/Field Trng	Naval Flight Surgeon	Naval Aerospace Phys	Naval Aerosp Exp Psych	Naval Aerosp Optom	Residency Aerospace Med	Undersea Med Off	Rad Hlth Off	Residency Undersea Medicine	SWOMC-Surf Warf Off Med Indoc Crs	Com Phib Frc Surg Crs	Shore Station Cmd Seminar	NEHC - CBRE Fam Crs	Sr Off Crs in Mil Just	Off Indoc Scol	GWU Leadership Crs Aug 00	Department Head	Air War College	Air Command and Staff College
3	Executive Skills Program Competencies (30)																																																																
4	MILITARY MEDICAL READINESS																																																															
5	1. Medical Doctrine	E		X			X	X	X	X	X	X	X	X	X	X	X	X	X	X				X								X					X																							X		
6	2. Military Mission	E	X	X				X	X	X	X			X	X	X	X			X			X	X	X						X					X																							X	X	X
7	3. Joint Operations/Exercises	A	X	X				X		X					X	X		X		X			X	X	X						X	X				X	X																						X		X
8	4. Total Force Management	A	X	X					X	X	X	X	X			X				X			X		X								X	X			X	X																					X		
9	5. NDMS Management/DVA Role	A					X	X	X							X		X		X					X								X	X			X	X																					X		
10	6. Medical Readiness Training	E					X	X	X					X	X		X	X	X	X					X								X	X			X	X																					X		
11	7. Contingency Planning	A	X	X		X	X	X	X	X	X				X	X		X	X	X			X	X	X								X	X			X																					X	X		X	
12	GENERAL MANAGEMENT																																																															
13	8. Strategic Planning	A	X	X					X	X	X	X	X			X		X		X			X		X		X			X	X	X	X	X			X	X																					X		
14	9. Organizational Design	A	X	X				X	X	X	X	X	X		X	X				X			X	X	X	X								X																								X	X		
15	10. Decision Making	E	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X			X	X	X	X	X	X	X	X	X	X	X	X					X	X	X	X	X													X	X	X	X	
16	11. Change and Innovation	A	X	X		X					X	X					X	X	X	X			X		X					X	X		X						X	X	X	X															X	X	X	
17	12. Leadership	E	X	X		X	X	X		X	X	X		X	X	X	X	X	X	X				X	X					X		X							X	X	X	X															X	X	X	X
18	HEALTH LAW AND POLICY																																																													
19	13. Public Law	A					X	X	X		X	X		X	X		X	X	X	X					X																																				X		
20	14. Medical Liability	A					X	X	X		X			X	X		X	X	X	X					X							X																												X		
21	15. Medical Staff By-Laws	A					X		X		X	X					X	X	X						X																																		X		
22	16. Regulations	A					X	X	X	X	X	X		X	X		X		X						X											X																						X		
23	17. External Accreditation	A					X	X			X	X					X	X	X						X												X																						X		
24	HEALTH RESOURCES ALLOCATION AND MANAGEMENT																																																														
25	18. Financial Management	A					X	X	X		X	X			X		X	X	X				X		X							X		X																								X	X		
26	19. Human Resource Management	A	X				X	X	X	X	X	X		X	X		X	X	X	X			X		X	X						X		X					X	X																	X	X		
27	20. Labor-Management Relations	A					X	X	X	X	X	X		X	X		X	X	X						X							X		X																								X	X		
28	21. Material Management	A	X				X	X	X		X	X	X	X	X	X	X	X	X	X			X		X							X		X	X	X	X																				X			
29	22. Facilities Management	A									X	X		X	X		X	X	X	X					X							X		X																								X			
30	23. Information Management	A	X	X				X		X	X	X	X		X	X	X	X	X	X			X	X	X							X		X																								X	X		
31	ETHICS IN THE HEALTH CARE ENVIRONMENT																																																													
32	24. Ethical Decision-Making	A	X	X	X								X				X		X	X			X	X	X	X	X	X	X	X		X				X	X	X	X	X																	X	X		
33	25. Personal and Professional Eth	E	X	X									X				X		X	X			X	X	X							X					X	X	X	X	X																	X			
34	26. Bioethics	K						X	X		X	X					X		X	X			X		X												X																									
35	27. Organizational Ethics	A	X	X				X	X	X		X	X		X		X	X	X	X			X	X	X							X							X	X																	X	X	X	X	X
36	INDIVIDUAL AND ORGANIZATIONAL BEHAVIOR																																																													
37	28. Individual Behavior	E	X	X		X	X	X			X	X		X				X	X	X			X	X	X	X			X		X							X	X	X	X	X																	X	X	X	X
38	29. Group Dynamics	A	X	X		X	X	X			X	X		X			X	X	X	X			X		X	X	X	X	X	X	X		X	X	X			X	X	X	X																	X		X	
39	30. Conflict Management	A	X			X		X			X	X		X			X	X	X	X			X		X	X	X	X	X	X	X		X	X	X			X	X	X	X																	X		X	
40	31. Communication	E	X	X	X	X	X	X	X	X	X	X		X	X	X	X	X	X	X				X	X	X	X	X	X	X	X		X					X	X	X	X																	X	X	X	X
41	32. Public Speaking	A	X	X	X	X	X	X	X		X		X	X	X		X		X	X			X	X	X							X		X					X	X																	X		X	X
42	33. Public and Media Relations	A	X	X	X	X	X	X						X			X		X					X	X							X							X	X																	X		X	
43	CLINICAL UNDERSTANDING																																																													

Final Notes

- Once JMESP show you have met competency requirements (and 1 year experience for 67G), e-mail our staff and we will forward to Detailer or NC Planners for awarding
- It takes 2-3 weeks for AQD to appear on OSR
- CENTCOM and Joint assignments have associated competencies; pls fwd FITREP or OSR as proof. JMESP staff enters data.

JMESP Contact Information

- E-mail
  usn.bethesda.navmedprodevctrmd.list.nmpdc-jmesp@mail.mil
- Mr. Clint Garrett Sr.’s Phone is 301.295-6088
- Mr. Fletcher Kong's phone is 301.295-2521